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•	CENTRAL INTELLIGE		REPORT	
*	INFORMATION	i repor	T CD NO.	12/10
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SUBJECT	Pay and Bonuses in the Soviet More	hant Fleet	NO. OF PAGES 10	141
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A CONTRACTOR	STATES SATING THE CHANNES OF THE REPROMESTANT AS AS DESCRIBED. TO TRANSPORTED ON THE REPRESENT OF AS USE OF HOMESTAND PERSONS AS OFFICE OF THE REPRESENT OF AS USE OF PRODUCTIONS.	THIS IS U	nevaluated information	05)/4
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	Passions	mel Afloat		1
. 1.	Salaries of maritime personnel depe	on a transfer of the state of t	ture of their north the	
	registered tonnage and type of vess in which they sail.	sel in which	they serve, and the waters	
2.	As labor conditions vary in differentariff belts (tarifniye poyasa) for	ent areas, the	s Government has created g pay scales.	; <b>4</b>
	The pay in respect to all vessels to 13 Earch 1946 of the People's Commit			
3.	Shipping lines are at present group of pay, independent of the tariff h	ed into three	e tariff belts. A schedule on fixed for the Far Eastern.	
	the Kamchatsko-Chukotskoye, and the	Sakhalin ship	oping lines.	
<b>4.</b> .	Salaries in the second belt are 15% those in the first belt. Salaries kotskoye shipping lines are 60% hi Sakhalin Shipping line 50% higher t	in the Far B gher than in	astern and Kemchatsko-Chu- the first belt, and in the	
5.	Salaries also depend on whether the tazh) or ocean-going (zagranplav). paid personnel sailing in coastal v	There are sp	ling in coastal waters (kabo- pecial allowances for lower	
6.	Sailors serving in oil-tankers rece goods vessels. Personnel in ships gory (1-sya kategoriya) receive 20% ing oil products outside this enteg	carrying oil more than pe	products of the 1st cate-	
7.	Special rates of pay are fixed for ping line operating between Astrakhreid), and on the Astrakhan-Gurev-L	an and the L	4-foot roadstead (14-i futovy	
8.	All vessels of the Herchant Fleet : to their tonnage, viz.:	re divided in	nto eight groups according	
	a. Cargo vessels and oil-tenkers:	lst group -	up to 450 tons	
•	OLAGOITION			
STATE		TAI/CONT-OL-4 BUTION	I OFFICIALS ONLY	-
La marena management	тетиран <mark>д</mark> ани эмерити или фет байт войне и то усущену в электерити этом дой факта 2 туру истор 11.1 годом — 10 даниат на	also a Managara garanga garanga annoning managan ann nagaranna 🥫	Document No. 12	
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2nd group - 451 - 850 tons
                                    - 851 - 1350
                         Lta
                                    - 1351 - 2400
                          5t 1
                                    - 2401 - 4000
                         6t 1
                                    -4001 - 6000
                          74
                                    - 6001 - 10000 "
                                31
                         8t :
                                    - over 10,000 "
Cargo-passenger ships:
                         1st group - Vessels on local runs
                         2nd
                                    - up to 450 tons cargo capacity
                                ŧŧ
                         3rd
                                    - 451 - 850 "
                                    ~ 851 - 1350 "
                                                                :1
                         Little
                                                        11
                                    - 1351 - 2700 "
                         Still
                                                        11
                                                                tÿ
                                    - 2701 - 3500 "
- 3501 - 5000 "
                         6th
                         764
                                11
                         Sth
                                    - over 5000
Des:
                         1st group - up to 200 JHP
                                    - 201 - 450 °
                         2nd
                                    - 451 - 700 "
                         3rd
                                    - 701 - 1000 "
                                11
                         Lt.
                         5th
                               11
                                    - over 1000 "
```

- 9. The tables given below refer to vessels of the first and eighth group and give the salaries, in rubles per month, of the highest and lovest paid personnel.
  - a. First tariff belt.

The following shipping lines belong to this belt:

Black Sea Dry-goods Shipping Line, Sochi Shipping Line, Black Sea Oil-tanker (Sovtanker) Shipping Line, Azov Shipping Line, Reidtanker Shipping Line, Danube Shipping Line

1) Dry-goods fleet.

Cargo vecsels		ur	to 4	50	. i	over	10.0	000 t.	
Cargo-passenger vessels		Or	Loca	l r	uns	11	5.0	000 t.	
TUTS		up	to 2	00	HP	11	1.,0	E OC	ii .
•	Orean-going	: C	oasta.	1:	Ocean	n-Fo	ing :	Coas	tal
Captain	825		905	:	1	550	*	15	50
Galley boy	200	:	310	1		200	5	33	LO .

2) Oil-tanker fleet.

up to 4	50 t.	0	ver 10,000	to manage
907.50 200	907. 330	.50: ·	1705 220	: : 1705 : 330
,		**		:
990 240	990 350		1860 240	: 1860 : 350
	907:50 200	\$30 \ : 330 \	907.50 : 907.50 : 200 : 330 : : : : : : : : : : : : : : : :	907.50 : 907.50 : 1705 200 : 330 : 220 : : : : : : : : : : : : : : : : : : :

b. Second tariff belt.

The following shipping lines belong to this belt:

Gaspian Dry-goods (Kaspflot) Shipping Line, Caspian Oil-tanker (Kaspfanker) Shipping Line, Horthern Shipping Line, Baltic Shipping Line, Latonian Shipping Line, Latvian Shipping Line.

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Cargo vessels Cargo-passonger vessels		450 ts	• 9707 10,00	0 6. 0 t.
TITOS Comen a destructura com en	mo to	200 IHP	1,00	O THP
Captain	948.75	: 00astal	* Ocean-coins : 1782,50	* Constal * 1782.75
Galley Bay	230	1 340	: 230	: 340

2) Cil-tanker floot.

Vessola	Marketorista titoinis Junicipiosis Ja	##One broken screen copies aspe	ue to	45	C 1	over 10.0	XXC t.	
Captain			or same torut	¥ 1	Coastal. 1043.75	* Ocean-Soln	្ត្រ 🗧 🖟 🗘 🖰 ខេត្ត	stal
Calley boy			253	* -	363	1 253	36	\$0.75 \$3

3) Gil-tonker floot c.rring all . . . products of 1st category

Captain	1138,50	1	1136.50:	2139	2139
Galley boy	276		3 <b>3</b> 6 t	276	 336
		0	25		

c. Third tariff bolt.

The Marminak Shipping Line.

1) Dry-goods fleet

Cargo vessels Cargo-passenger vessels	up to 450 t.	over 10,000 t.	
the state of the s		" 1,000 IM	
Captain Calley boy	1237.50   1237.50   357.50   437.50	2325 : 2326	;

2) Oil-tasker fleet

VOSSELS	et ou	450	) t	wp. (-8) ;	over 10.0	0 1	and an emergency of the second
Captain Galley boy	1361.25 330	2	1361.25 430	2 d	255750 3 <b>3</b> 0 .	2	2597.50 430
Oil-tanker floot carrying oil products of lst category	٠,						

Captain Calley boy		1485 360	: 1435 : 460	*	2790 360	*	2790 460
-----------------------	--	-------------	-----------------	---	-------------	---	-------------

## d. Outside tariff belts.

- 1) The Far Lastern and Kamcheteko-Chukotskoye Shipping Lines.
  - a) Dry-Joods floct

Cargo vessels	up to 450 to	ower 10,000 t.
Cargo-passenger versels	on local runs	" 5,000 t.
The graph of the second of the	to to 200 TH	1 1.00 180
Contrati		: Ocean-going : Coastal
Captain	1320 : 1320	4 2480 : 2480
Galley boy	320 : 420	320 ': 420

CONTINUES CONTIN

Confident L. P. Mand. G. A.C. . G. ACY

b) Cil-tanker The A

 Vessels
 up to 450 t
 over 10,000 t

 Ocean-coing:
 Coastal:
 Ocean-roing:
 Coastal

 Captain
 1452 : 1452 : 2728 : 2728
 2728

 Galley boy
 352 : 452 : 352 : 452
 352 : 452

c) Oil-tanker fleet carrying oil products of 1st category

Captain 1584 : 1584 : 2976 : 2976 Galley boy 334 : 484 : 364 : 484

## 2) The Sakhalin Shipping Line

a) Dry-goods fleet.

Cargo vessels	up to 450 t.	over 10,000 t
Cargo-passenger vessels	on local runs	" 5,000 t.
TUCS	up to 200 IHP	n 1,000 IMP
	Ocean-going : Coastal	: Occan-going : Coastal
Captain	1856 25 : 1856 25	3407.50 : 3487.50
Galley boy	450 550	450 550

b) Oil-tanker floct.

 Vessels
 up to 450 t
 over 10,000 t

 Captain
 2042
 : 2042
 : 3836.25
 : 3336.25

 Galley boy
 495
 : 595
 : 495
 : 595

c) Oil-tunker fleet carrying oil products of 1st category

 Captain
 2227.50 : 2227.50 : 4185 : 41.5

 Galley boy
 540 : 630 : 540 : 630 : 630

# 20. Bonuses awarded to personnel affoat for fulfilling and overfulfilling the plan for transport of goods and other tasks.

Order No. 420 dated 25 August 1943 of the Ministry of the Merchant Fleet laid down a scale of bonuses to be paid to the personnel affect in excess of their basic salaries.

Bonuses for fulfilling and overfulfilling monthly or quarterly guotas in ton/miles, are paid to the crows of dry-goods vessels, oil tankers, cargo-passenger and passenger chips.

## 11. Bonuses for fuel economy

Bonuses for fuel economy can be obtained by the entire room staff of a vessel and also by personnel directly or indirectly influencing fuel consumption. Bonuses vary between 3% and 15% of the monthly salary.

## 12. Laintenance bonuses

A bonus amounting to two months salary is paid to personnel if the machinery which they maintain is not laid up for repairs during a period of two years.

## 13. Repair work carried out by crows

Repair of vessels by their crows takes place as competition. Pay for repair of vessels, which is at piece-work rate, varies with the tarify belt to which the vessel belongs.

## 14. Food rations (Stolovoye dovoletvo)

By Order No. 503 dated 13 October 1940 of the Ministry of the Merchant Flact, all sailors are neced free of charge.

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The ration allowance for crews of auxiliary craft, including perconnel of floating cranes and transhippers is:

Southern basins - 60 cubles a month per hoad Northern basins - 75 cubles a month per head Far Eastern basins- 90 rubles a month per head

15. dest days (Vykhodniye dni) All sailors are cutitled to two days off per south. These free cays can be accumulated and added to their annual 15 days leave.

## Morkers in Coastal Organizations

- 16. Joastal organizations comprise administrative offices of the following:
  - a. Shipping lines
  - b. Ports

  - c. .aterways d. Shipyards
  - e. Maritime Megistry Inspectorate (Inspektsiaya morekego registra)
  - f. inritime agencies
  - 3. caritime building, storage and supply administrations, etc.

All personnel of these organizations are paid fixed salaries, which depend on the location of the organization.

- 17. All pay rates of workers in coastal organizations of the Limistry of the mordiant Fleet are grouped in three tariff belts (tarifniye poyasa) which vary ith different areas. The constal organizations of Sakhalin Island have special increased rates,
  - a. First tariff belt.
    - 1) Shipping lines: Black Dea Dry-goods, Azov, Danube, Black Dea Oiltanker (Sovtanker), Sochi, and Reidtanker.
    - 2) Jaterways Directorates: Azombergut and Jeidmorput.
    - 3) Scaperts: Odeson, Loversssilsh, .eti, Ahdanov, Mikelayev, Kherson, Matter i, Purpeo, Mostov-on-Dom, Peodocatra, Yalta, Merch, Immil, nori, miliyo, Sukhumi, Sochi, Maganrot, Osipenko, Yeisk, Mevpakori, a, nourithan, no ali avillany porte and landing sta as attached to
    - 4) Industrial a terprises: Yards i/n ... Marti, 10th aniversar, of Cotober Revolution, Karl Lark, Odeson Ship-repair Yord, Kerch Yord, Yard i/n Dzorwhinski, Ahdanov Yard, Khorson Lharf, Novoros Lick Yard, Taganro; Yard, Batami Yard, Jukhumi Yard, Krasny Joryah Hard, Astradum Wharf, Larposuds and Wharf, Feedosiya Yard, Joth orishous, dierson (ard, Odessa erishops, esipenko Yard, deni derkehops, floating derkshops of the weidtarder.
  - b. .ccoma tariff' belt.
    - 1) Bhi ping lines: Casmian Br -golds, Casmian wil timber, northern, .altic, .o. nim., intvion.
    - 2) Late. The Dir eterates: Kas mor ut and Arkh or at.
    - weaporte: Lalingrad, calind. and, Arkhangelsk, high, balta, the backkala, Voltopils, Klaipeda, Lepaya, Tallinn, Koletovsk, Wyborg, and all nulliar, ports and landing stages attached to them.
    - 4) Industrial Seterprises: Parameshaya Mommuna Yard, Arasnaya Muznitsa I re, addiedorateiya Yord, Bord i/n Gadzhev, Vano Sturua Hard, Mananarold Ferd, Irlandgalsk Verd, Miga Yard, Lomingrad Ship Louiscent cories, chiachimla Yard, Basu charf, Sovero-dylaskova Larf, Strelmitskaya Wherf, Laishi Dok workshops, Baku workshops, alga Workshops, Aldpoda Y. ..
  - c. Pland tariff bolt.
    - 1) Ship in Lines: rar Lastern, ar hash, demonstro-Chukotokoye.

كالمناف بالمناف والمعالية والمنافرة والمنافرة

- 2) Seaports: Marmansk, Vladivostok, Krasnovodsk, Nikolayevsk-on-Amur, Fetropavlovsk, Pechera, Sevetskaya Cavan-Vanino, and amailiary ports and landing stages attached to thom.
- 3) Industrial enterprises: Yard of the Glavdalorom (Chief Directorate of Far Mastern Industry) at Sovetakaya Gavan, Vladavostok Yard, Krasnovodsk Yard, Mikelajevsk-on-Maur Morkahops.
- 18. Organizations and enterprises of the Larchart Floot not mentioned above (muritime agencies, supply offices, etc.) come under the tariff belt to which the port, or to m, where they are located belongs.
- 19. Cutoide of tariff belts
  The Calbalin Shipping line and the ports on enterprises located or
  Calbalin Island are outside the tariff below.
- 20. Colerary of Forte and Industrial Enterprises
  The tenameration of workers of ports and enterprises depends, an edition to the tariff belts to which these organizations belong, on the enterprise.

rorts and industrial entergrises are classified by categories as follows:

Category	SOR POSES	Yarda, Wharves and Jorkehops.	
Liplan	Marromask	Aramaya Kumitsa Yord	
	Leningrad	Kanozerski Yard	
class-	Kaliningrad	A. Marti Kard (Odessa)	
	Odesas		
irlod	Novoroseilak	Porizbekaya Kowane. Yard	
	Vladlvostok	Zakfederatsiya Yerd Riga Yard	
	Krasnovodsk	inter read	
divided any production of the control of a serie and the production of the series of t	日 からい しゅうかい いっぱい はいまた はいまた はいまた できません はいいい はいしゅう しゅうしゃ かんかいかい はいまた はいまた はいまた いまた いまた いまた いまた はいまた いまた かんしょう しゅうしゃ かんかい はいまた いまた いまた いまた いまた いまた いまた いまた いまた いまた	Big and antiquement of the first state of the state of th	
•	Arklangolok	i kurmansk Yard	
	Rige		
	Likolayev	arkhange Lok "	
	Potd	Unlessa "	
	Datumi	Dzorzhinski "	
	Zhdanov	¿ ZHOMEOV	ý
lst	Baku	, more	
LAN	Bakha <b>ch</b> kalla	10th antiversary of Oct. Revelution Yan	g*Cc
		Karl .arx Yard	
	Lepaya V	Gadzhev	
	Ventspils	( Vano Sterua 8	
. •	Klaipoda	Addivostok "	
	Tallina	Sovetshaya Caven Yard	
	Kholruk	Krasnovodsk Yard	
	Korachov	Aberson Marf	
*	Telnovsk	larposadskaya sharf	
WHERE SIDE Y STORY, THE ENGLISHMENT TO STORY OF A STORY	Ugloorsk	AT THE PROPERTY OF THE PROPERT	
	LoLotovsk	leningrad Ship Equipment .orks	
	Pochora	Roveressiisk Yard,	1
	Vyborg	Suichard 1	
	Ismail	Baturd "	
40	lioni	1 Taganrog 7	
2nd	Kherson	Arasay Loryak Yand	
•	Feodosiya	Halchnehkoln "	
(1)	Tunpso	Klarpoda "	
	Hostov-on-Don	Kiliya "	
	Kerch	Strelmitskayaherf	
	Astrakhan	Astrakkan	
	Nikolayevsk/Amur	* Baku harf	

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CHE SE OLA	Sea Ports	Lerds, Apres and Apresions	
0.55		lanski Dok Jorkohope Feodociya Yard Baku Yaru Eikolayevsk-on-Amur Jorkohous	
		Osipenko Kard Reni Workshops Floating Workshops of Reidtanka Poti Workshops	<u>.</u> 5
of the rest of the last participate of the review of the security of the review of	e neth onthe estimatione maken out a newslanders word make acceptance in the contract of the c	Sperson Yard Odensa Screshops Rica Jorkshops	*** 10°
	Kiliya Yevpatoriya Yeisk		
E	Osipenho Tuganros		
37.0	Sovetskoya Gavor- Belomorsk Kem Mozen Onega	Vanino	
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21. Table showing some scales of pay for personnel in coastal organizations.

	Lat Pariff belt	2nd Tariff belt Baltic Northern A		Unclassified
	Danubs Basins, Astrakhan,	Caspian Basins, except Astrakhan	Rostern Dasins, extept Sakhalin	
	Azeweerput and Reidmorput, Kamskaya Wharf	Kaspmorput and " Arkhmorput.	Kraenovedsk, ' Pechora	
a) balpping lines, waterways, etc	THE REAL PRINCIPLE OF SPRINGERS AND ADDRESS OF THE PERSONS AND ADDRESS AND ADD	#EURIN LICTORISMAN TOO MICETAL THEREOTY WAS ACCOUNT OF A COM-	Burkt Elizare Littleger, I they are y have a garage and a garage and a garage.	rodresis vida kulturani in saa assisi
Chiefs of shipping lines, waterway				
directorates, etc.	1600-2200	2070-2530	2700~3300	4050-4950
Chief Maritime Agents Pagineers and dispageions	1000-1500 490-986	2250-1725	1500-2250	2250-3375
CONTRACT SING OF THE CONTRACTOR	CACHAGO:	780-1095	980-1350	1950-2025
			ALEMAN CONTINUES OF SAME AND SAME OF THE S	to annimate of the second state of the second
b) Seaports				
material and a second second	,			*
Chiefs of unclessified ports Chiefs of ports of the lst category	2000 1100-1500	2300	3000	*
construct porter of the fac datesory	1000-1300	1265-1725 1265-1495	1650-2250	2475-3375
M H B Brid H	880-1100	920-1.265	1500-1950 1200-1650	-2250-2925 1800-2475
The state of the s	and the section of the country of the conference of the country of	A grown and the former spectrum top representation and seems to the		Andrew more expension is some
o) Industrial Enterprises				
			ξ.	
Directors of unclassified pards	5000	2300	3000	av.
of yards & wharves of ist cat.	1500	1725	2250	3375
of yards & wharves of the				
<ul> <li>And sategory &amp; workshops of lat category</li> </ul>	Aces tone	1040 1169	1 1000 1 250	
of other yards, whereas	1200-1300	1380-1495	1800-1950	2700-2925
and workshops	880~3000	920-1150	120041500	1800-2250
Chief testing (probator) engineers	880-1100	The second of th	SAME TO SECURE	TO 100 - 500

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#### 22. Bonuses

The award of bonuses to engineers, technicians, and operating personnel of shipping lines, ports, and waterways was established by Order No. 420 of 28 August 1948 of the Ministry of the Lerchant Fleet.

Bonuses are granted to the followings

- a. Workers of shipping lines for fulfilling and overfulfilling the State Plan for the transport of goods in ten/miles, provided the cost laid down is not exceeded.
- Workers of ports for fulfilling and overfulfilling the plan for the handling of goods at the cost laid down.
- Waterway workers for falfilling and overfulfilling the plan in connection with operations within the specified time, and for maintaining channels with their installations in good condition at the cost laid down.
- The amount of the bonuses depends on the size and nature of the organization. For this purpose all coastal organizations of the Merchant Fleet have been divided into three groups, the first of which receives the highest bonuses, and so forth.
  - 1) Shipping Lines.

1st Group

2nd Group

Black Sea Danube Caspian Baltic Par Lastern Locthern Kasptanker

AZOV Marransk Estonian Latvian Sakhalin Kamchatsko-Chukotskoye

Reidtanker Sovtanker

3rd Group

Sochi

2) Naterway Directorates,

1st Group

2nd Group -

arkhaorput Reidmorput

Azovmorouc Kaspmorput

3) Forts

1st Group

2nd Group

Leningrad, Lurmansk, Arkhangelska Odessa, Novorossiisk, Poti, Madivostok, Petropavlovsa

Nikolayev, Baku, Krasnovodsk, Izmail, Reni, Makhachkale, Ventspils, Kaliningrad, Riga, Lepaya, Klaipeda, Tallirme Makhodka, Hikolayevsk-on-Amur, Aleksandrovsk (Sukhalin), Kholmski Korsakov, Kherson, Zidanov, Telnovsk, Uglogorsk,

4) Agencies

Astrakhan (Dry-goods).

Shipping lines, ports and maritime agencies not mentioned above, come under the third group in respect to bonuses.

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5) line (linelage) Organizations of Saloning and Forts.

Lat Group

Ship Repair Workshops of the Latvien Shipping Line

Loksa Workshops of the Estunian Shipping Line.

Talling orkshops of the Estemian blidepling Line

Izmail Ship Repair Workshops

Kiliya Jorkshops Pots Ship Repair Norkshops Machine dorkshops of Odens ; Port Linclains Morkshops of Sovtanker Machine workshops of Reidt aker Machine Workshops of Leningred Port

Transport Dept. of Leningrad Fort Transport Dept. of Arkhangelsk Fort Bruck Depok of Riga Port

Auto Base (avtobeze) of Kasptenker auto Base of Luramask Port Brasnogvardoiskaya blerf Central Machine Jorkshops of

Vladivostok Fort Auto Base of Vladivortok Fort Printing Offices of Horyak

2nd Group

feish Lachine Workshops Stock Ship Repair Corkelegs dorkshops for the mechanization of Povorossiish Port .

Ship Remain Sector of Novercealist Post Machine Workshope of Unbolayersh Ford Gurevskiye Ship Repair Workshops Josephops of the Kasptenier Signal Section

.orkelops for Navigational Repair of the Kasptankar Floet

Balce Pavigational dorkshops of the Rapptanler

Lifeboat Workshops of Batumi Port Tailoring .orkshops of the Black Soa bry-goods Shipping Line.

Machanical laundry in Odesca Auto Base of Lephya cort. Auto Base of Ventspills Fort Equipment producing suberpoless of the

Binck Sea Shipping Line.

Printing Office Politetdelets
Tikbooksenski Torosk Lonyal: Espolyanya -

No. 5, in Loscon No. 7, in Lanta rad ŧŧ

Machine workshops of the Durmansk Port

The total monthly bonus to constal workers (except for the All-Union socialist competition) does not exceed 150% of a month's calary.

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